

Submission 247

I was sexually harassed in 2012 (and subsequently) while employed at [REDACTED]. The perpetrator also worked for [REDACTED]. I reported the behaviour to my manager (as per [REDACTED] policy). My manager did nothing about it and I felt pressured not to take further action as I was still new to the organisation (< 6 months). The behaviours which also included bullying and harassment continued and the perpetrator was protected by [REDACTED] management, including my manager.

Ultimately, I made a grievance complaint against two [REDACTED] individuals [REDACTED] and filed a worker's compensation claim for the damage done to my mental health. [REDACTED] involuntarily made redundant in Nov [REDACTED]. I have not been medically able to work since [REDACTED], have been receiving worker's compensation incapacity payments on and off since [REDACTED]. I had to fight [REDACTED] and [REDACTED] to accept initial liability for my injury as [REDACTED] wanted to deny liability as they claimed "reasonable administrative action" rather than bullying, harassment, sexual harassment and sexual assault was responsible for my injury. At that time [REDACTED] were willing to admit I was injured. I have been TPI'd by super-fund because I will never work again but [REDACTED] have not issued me with a 'no present liability' determination because they believe "my employment with the [REDACTED] no longer contributes to my injury" so I will be at the [REDACTED] with them.

I have been forced to take [REDACTED] to the [REDACTED] Court [REDACTED] for sex discrimination, unlawful dismissal and a number of adverse actions [REDACTED] in a trial that lasted [REDACTED] weeks and has cost me over \$400,000. I applied to the [REDACTED] [REDACTED] to assist with funding, only to be told that female workers are not social or economically disadvantaged and I therefore did not qualify for assistance. [REDACTED] main legal defence was that I am 'vexatious' and that being hit on the buttocks with a riding crop in the workplace is a 'joke'.

Throughout the time I worked at [REDACTED], policies and procedures were ignored, groups of managers conspired to cover-up certain individuals behaviours (as evidenced through documents tendered in evidence during my [REDACTED] trial) and these individuals have all either been promoted or left [REDACTED] unscathed. I, on the other hand, have serious medical conditions, will not work again, have been financially destroyed and have to invest the entirety of my superannuation into trying to fight the [REDACTED] in the [REDACTED] Court. There were absolutely no repercussions to the people involved in sexually harassing, harassing or bullying me, or covering it up.

[REDACTED]